

## *Why we are more than a consulting firm...*

duBay Horton Associates (dHA) is more than a community-based research firm—it is a firm driven by a commitment to provide high quality public health and community organizing services to communities in need. This firm, which is owned and operated by an African American woman, seeks to bridge the gap between public health theory and practice, and specializes in the dissemination of ideas to a wide variety of audiences.

dHA was founded in 2001, but has behind it more than a decade of practical, hands-on, public health and community mobilizing experience. Kristin duBay Horton, the founder and principal partner, is committed to improving the communities in Connecticut through the common sense application of planning, organizing, and evaluation principles.

Ms. duBay Horton brings more than fourteen years of experience in such fields as strategic planning, community planning and organizing, needs assessment, group facilitation, training development, research management, and program evaluation. Furthermore, she has developed a unique perspective with which to approach community-based research, through her experiences within state health departments, academic consulting firms, and a wide variety of independent consulting projects.

*"I believe that, as an African American woman and an anthropologist, I bring an important perspective to my public health work, which helps to bridge the historic gap between researchers and those that they study."*

- Kristin duBay Horton, MPH

## *From our clients:*

*"dHA understands the mechanics of community based research and efficiently and effectively go about getting information from consumers of services, key informants, and other research reports."*

*"Your work is professional, on time, and always comprehensive. You have a very nice way of working with all types of constituents, from public sector employees to consumers. You explain topics in a way all can understand."*

*"You are an innovator and initiator. You have made significant contributions to the fight against AIDS by developing collaborative models that never scrimp on process or content, truly using each to enhance the other."*

*"We selected dHA because they were one of the most culturally competent research consultants available to us. They worked tirelessly to provide us with appropriate tools for our evaluation and met all deliverables under deadline."*

*Client references available upon request.*

*duBay Horton Associates LLC*



*Bridging Theory and Practice*

*For information about past and current projects, check out our website:*

**[www.dhassoc.net](http://www.dhassoc.net)**

*A community-based public health consulting firm*

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## *Our accomplishments*

The experienced consultants and research assistants have provided a wide range of services and activities including:

### **Needs assessment, resource inventory & community service assessment**

- Conducted an assessment of availability of services for families in CT who have experienced a fetal or infant loss.
- Surveyed 300 women in CT to assess trends in breast-feeding, and to help develop strategies to increase rates, specifically among the youth and African-American populations.
- Performed an assessment of the needs of people living with HIV who know their status but are not currently receiving medical care, for a Title I Planning Council.
- Assessed the linkages between HIV prevention services and programs which provide care to people living with HIV, for the CT Dept of Public Health.
- Assessed HIV prevention needs of children under 13 through a focus group and secondary data analysis, for a Dept. of Health and Community Planning Group.
- Aided local community-based organization in the completion of a six-year effort to develop lasting system changes to reduce the rate and impact of violence in the home among young children. Effort included assessment, training, evaluation, system and policy change recommendations.

### **Community planning & meeting facilitation**

- Facilitated a 2-year planning process of community providers to eliminate childhood lead poisoning in CT by 2010, including drafting and initiating the implementation of the state plan.
- Facilitated a process to engage experts in public health and the environment to develop an Environmental Public Health Tracking System to link chronic disease and the environment.
- Organized and facilitated a Latino Speakout and a Latino housing conference for people living with and affected by HIV/AIDS in Hartford, CT.

### **Formative program evaluation**

- Evaluated a CDC funded HIV prevention program in CT to assess its failures and develop a plan to secure resources to learn from them and continue their efforts.
- Evaluated a SAMHSA-funded Drug Free Community grant to answer locally-identified concerns and assess progress toward national mandates.
- Evaluated knowledge, attitudes, and social supports for HIV and substance abuse prevention among Latino youth in the Stamford area. Results utilized in program planning.

### **Training & technical assistance**

- Trained local health departments to integrate environmental and policy interventions into cardiovascular health promotion activities.
- Developed a manual for a national TA provider on Community Service Assessment for use by local HIV Prevention Community Planning Groups.

### **Program design**

- Researched the most effective means of delivering HIV prevention messages to at-risk youth in collaboration with Yale University's Center for Interdisciplinary Research on AIDS and community-based providers working with youth in CT.
- Developed and implemented a training for community-based providers on integrating behavioral science theory into program development.
- Developed an HIV Prevention program for a local health department to meet needs identified by national funders, relying on "proven models" developed elsewhere, while also responding to locally prioritized initiatives.
- Tested messages to develop a statewide public information campaign on perinatal depression.

### **Strategic planning & grant writing**

- Aided a local hospital in developing a strategic plan around client needs and implementing a plan to seek funds to deliver those services.
- Aided a local hospital in preparing a grant to develop a system to provide coverage and reimbursement for uninsured patients.
- Aided a local breastfeeding project in securing funds from a national foundation.
- Aided a local health care system in securing funds to support research and patient care.
- Aided a local health department in developing a program to respond to both identified community needs and revised funder requirements.
- Aided a local health department in deciding cost effectiveness analysis to recruit African American women into HIV counseling and testing.

## *A few of our consultants*

### **Connie Heye, MPH**

Ms. Heye's quantitative skills are invaluable to projects which require data gathering and analysis. Her work includes designing and developing data collection tools; statistical analysis; and developing reports and communication strategies, especially those that involve quantitative data. Ms. Heye feels that "making research accessible and useful to communities in need is the most rewarding part of my job."

### **Ronni Selko, MPH**

Ms. Selko has a commitment to community based participatory research that complements the philosophy of the firm. Ms. Selko has extensive clinical experience in the field of psychiatry. Her expertise includes: focus group facilitation, community health education, research and community assessment and evaluation. Ms. Selko enjoys working at dHA "because of the diversity of public health initiatives that the firm takes on."

### **Katy Lawder, MA, MPH**

Ms. Lawder has lived and worked for many years in Africa, Central America and the former Soviet Union for organizations including USAID, the UN, and other Non-Governmental Organizations. Ms. Lawder's consulting work with dHA includes: project management, focus group facilitation and program evaluation. Ms. Lawder applies her experience in the developing world to do community-based research. "I love getting people who have never participated in the research process engaged. It's an exciting challenge."

### **Melissa McGarry, BA**

Ms. McGarry offers almost 10 years of management experience in customer service operations to the firm. In addition, her strong project and financial management experience and technical writing and editing skills have proven invaluable to both the firm and its clients. Ms. McGarry enjoys "working directly with the affected communities."

dHA also employs consultants with expertise in cultural competency, quantitative and qualitative methods, epidemiology, and group facilitation. In addition, dHA employs Research Assistants many of whom are pursuing advanced degrees in Public Health or Social Work.